

ATTACHMENT B
VACANCY, RECRUITMENT, AND RETENTION DATA
FOR 2024

ATTACHMENT B- VACANCY, RECRUITMENT AND RETENTION DATA FOR 2024

Vacancy Information: Overall

Calendar Year 2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
# of Vacancies Created	69	144	107.5	111	61	55	72	74	74	64	55.6	52
# of Vacancies Filled	65	76	71	143	94	48	69	109	104	53	76	57
# of Remaining Vacancies	584.3	650.1	678.1	646.2	615.5	625.2	632.4	579.3	575.5	580.8	545	549.9
% of Vacancies	12.3%	13.5%	14%	13.4%	12.8%	12.9%	13.1%	12%	11.8%	12%	11.2%	11.3%

Recruitment Information: Overall

Vacancies Filled in Calendar Year 2024 by	# of Vacancies
Continuous Recruitment	271
New External Recruitment	563
New Internal Only Recruitment	131
Total # of Vacancies Filled	965

- Total # of Applications Received During Calendar Year 2024: **18,666**

Retention Information: Overall

Vacancies Created in Calendar Year 2024 by	FTE count
Retirement	125
Involuntary Separation	56
Voluntary Separation (not including retirements)	285
Internal Promotion	277
Internal Transfer	28
Internal Demotions	42
Newly Budgeted Positions	126.1
Total # of Vacancies Created During 2024	939.1

- Annual Staffing Turnover Rate: **9.56%**
 - Turnover rate is calculated by # of involuntary and voluntary separations (466) divided by # of budgeted FTE (4,875)

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Vacancy Information: Bargaining Units

Vacancies as of 12/31/2024

Represented Bargaining Unit Number & Name	# Vacancies FTEs	# Budgeted FTEs	% Vacancies
10: Physicians and Psychiatrists, Non-Supervisory	10.7	38.4	27.9%
11: Physicians and Psychiatrists, Supervisory	0	4.5	0%
12: Fire Fighters, Non-Supervisory	19.0	157.0	12.1%
13: Fire Fighters, Supervisory	2.0	70.0	2.9%
14: Law Enforcement, Non-Supervisory	55.0	493.0	11.2%
15: Law Enforcement, Supervisor	6.0	72.0	8.3%
17: Deputy District Attorneys	4.0	57.0	7.0%
18: Probation Peace Officers, Non-Supervisory	24.0	192.0	12.5%
19: Probation Peace Officers, Supervisory	0.0	21.0	0%
20: Deputy Public Defenders	7.0	47.0	14.9%
21: Human Services, Non-Supervisory	59.0	551.0	10.7%
22: Human Services, Supervisory	4.0	75.0	5.3%
23: Clerical Services, Non-Supervisory	74.5	710.5	10.5%
24: Admin, Tech, Ofc and Health Services, Non-Supervisory	144.7	1,065.1	13.6%
25: Admin, Tech, Ofc and Health Services, Supervisory	29.0	267.0	10.9%
26: Craft, Tech and Maintenance Services, Non-Supervisory	28.0	267.75	10.5%
27: Craft, Tech and Maintenance Services, Supervisory	10.0	58.0	17.2%
28: Engineers and Technicians, Non-Supervisory	13.0	99.4	13.1%
29: Engineers and Technicians, Supervisory	3.0	49.0	6.1%
30: Civil Attorneys Association	2.0	29.0	6.9%
44: Law Enforcement Management	0.0	31.0	0%

Bargaining Units at or exceeding 20% vacancy rate:

- 10: Physicians and Psychiatrists, Non-Supervisory: 27.9%

Unrepresented Bargaining Groups	# Vacancies FTEs	# Budgeted FTEs	% Vacancies
Unrepresented managers, attorneys, confidential employees, department heads, assistant department heads, elected supervisors and officials	55.0	520.4	10.6%